

younique *Pay Plan*

TERMINOLOGY

ACTIVE BRAND AMBASSADOR OR BRAND AFFILIATE: To be active, a Brand Ambassador or Brand Affiliate must accumulate 250 PRS in a rolling three-month period.

PERSONAL RETAIL SALES (PRS): Younique's way of measuring sales in all markets, based on product prices in USD. PRS is a combination of your personal sales and your customers purchases.

For example, selling a product priced at \$40 USD will earn 40 PRS.

TIERED RETAIL PAY: Based on total Personal Retail Sales (PRS) for the month.

INSTANT RETAIL PAY: The base Retail Pay is 20% and is paid three hours after each sale.

MONTH-END RETAIL PAY: The additional 5%-20% Retail Pay is paid on the 8th of the following month after total PRS is determined in one payment with Month-End Pay. Your PRS calculation for Retail Pay resets each month.

MONTH-END PAY: Month-End Commissions are paid in one payment and are a cumulative commission paid once the month has ended and been finalized. Month-End Commissions (depending on Pay Level) are paid from Retail Commissions, 1st Level Team Pay, 2nd Level Team Pay, and 3rd Level Team Pay.

TITLE: Titles are earned through Personal Sales and Monthly Title Sales in each month. There are 13 titles.

MONTHLY TITLE SALES: Monthly Title Sales are a combination of Personal Sales and 1st Level Team Sales in a given month.

TEAM LEVEL SALES: Level Sales are the combined PRS of everyone on your team at that level.

1st LEVEL: Your personally sponsored Brand Ambassadors or Brand Affiliates.

2nd LEVEL: Team members (Brand Ambassadors or Brand Affiliates) who were sponsored by your 1st Level.

3rd LEVEL: Team members (Brand Ambassadors or Brand Affiliates) who were sponsored by your 2nd Level.

PAY LEVEL: Brand Ambassadors may earn a Pay Level based on the criteria in each month. Your Pay Level determines your Team Pay. Pay Level cannot exceed the associated Title.

TEAM PAY: Brand Ambassadors may earn up to 10% on their 1st Level Sales, 5% on their 2nd Level Sales, and 4% on their 3rd Level Sales, depending on the Brand Ambassador's Pay Level for the month.

TEAM COUNT: Team count refers to the number of Qualified Brand Ambassadors or Brand Affiliates in your 1st Level.

QUALIFIED BRAND AMBASSADOR OR BRAND AFFILIATE: A Brand Ambassador or Brand Affiliate who achieves 250 PRS in the month in question.

COMMISSION PERIOD: A monthly commission period begins at 12 a.m. PT on the first day of each calendar month, and ends at 11:59 p.m. PT on the last day of each calendar month.

PAY PLAN

TIERED RETAIL PAY	MONTHLY PERSONAL SALES (PRS)	RETAIL PAY
	0.00 - 249.99	20%
	250.00 - 499.99	20%
	500.00 - 999.99	25%
	1,000.00 - 1,999.99	30%
	2,000.00 - 2,999.99	35%
	3,000.00 +	40%

PERSONAL SALES (PRS)	MONTHLY TITLE SALES*	TITLE
0	0	Brand Ambassador/Affiliate
250	250	Qualified Brand Ambassador/Affiliate
250	500	Brand Specialist
250	1,000	Senior Brand Specialist
500	1,750	Brand Manager
750	3,250	Senior Brand Manager
1,500	7,750	Brand Director
2,000	14,500	Senior Brand Director
2,500	21,250	Brand Vice President
3,000	28,000	Brand Executive
5,000	42,500	Presidential Brand Executive
5,000	55,000	Global Brand Executive
5,000	80,000	Chief Brand Executive

* Title Sales = Personal Sales + 1st Level Team Sales
† Team Count = Qualified 1st Level downline with 250+ PRS.

PAY LEVEL	1ST LEVEL TEAM COUNT†	TEAM PAY		
		1ST LEVEL	2ND LEVEL	3RD LEVEL
0	0	5.00%	0.50%	
0	0			
1	1			
2	3	5.50%		
3	5	6.00%	1.00%	
4	10	6.50%	1.50%	
5	25	7.00%	2.00%	1.00%
6	50	7.50%	2.50%	1.50%
7	75	8.00%	3.00%	2.00%
8	100	8.50%	3.50%	2.50%
9	150	9.00%	4.00%	3.00%
10	200	9.50%	4.50%	3.50%
11	300	10.00%	5.00%	4.00%

